

**CITY OF AUBURN**  
**Auburn Employees Association (AEA)**  
**Proposal / Counterproposal / Tentative Agreement Package**

Term of Package – One Year 05/16/2013; 05/22/2013; 06/06/13; 06/26/13					
ITEM NUMBER	POSITION	COMMENTS	FY 1314 Impact	FY 1415 Impact (add to prior years)	FY 1516 Impact (add to prior years)
Item 1	Counterproposal  <i>Counterproposal</i>  <i>T/A</i>	City initially offered 4% restoration salary increase. AEA counterproposal = 6% salary increase.  <i>Counterproposal – City offered initial 4% salary restoration. AEA accepts 4% and desire to keep MTO days.</i>	\$16,076 (GF) \$4,453 (SF) \$4,014 (TF)	\$406 (GF) (1) \$94 (SF) (1) \$71 (TF) (1)	\$406 (GF) (1) \$94 (SF) (1) \$71 (TF) (1)
Item 1A	Counterproposal  <i>Dropped</i>	If 6% salary increase is not possible, AEA counterproposal consists of 4% salary increase with reopener at 6 months for additional 2% salary increase (is this automatic or subject to negotiations)?	N/A	N/A	N/A
Item 2	Proposal  <i>T/A</i>	Cafeteria Plan, City proposal.	\$0	\$0	\$0
Item 3	Proposal See Item #1	How is MTO to be handled as of July 1, 2013? See Item #1	N/A	N/A	N/A
Item 4	Proposal  <i>Counterproposal</i>  <i>T/A</i>	AEA proposes to allow employees the option to sell back up to 2 weeks of vacation each year <i>Counterproposal – Vacation sell back sunsets at end of MOU term</i>	Up To: \$20,283 (GF) \$3,989 (SF) \$3,543 (TF)	N/A	N/A
Item 5	Proposal  <i>T/A</i>	AEA proposes to increase unrestricted stand by pay from \$1.25/hour to \$2.25/hour	\$1,600 (SF)	\$0	\$0
Item 6	Proposal  <i>T/A</i>	AEA proposes to increase callout time from 2 hours regular pay to 3 hours of regular pay	\$2,000 (GF)	\$0	\$0

**CITY OF AUBURN**  
**Auburn Employees Association (AEA)**  
**Proposal / Counterproposal / Tentative Agreement Package**

Item 7	Proposal T/A	AEA proposes to add a 30-year longevity raise at the start of the employee's 30 <sup>th</sup> year of service	\$1,705 (GF)	\$4,966 (GF)	\$878 (GF)
Item 8	Proposal Reject	AEA proposes conducting an actuarial analysis with CalPERS for the 75% retirement disability option	N/A	N/A	N/A
Item 9	Proposal Reject	AEA proposes adding a "me-too" provision into the approved MOU in the event other labor groups receive a more generous contract	N/A	N/A	N/A

***(1) Includes incremental costs for employer share of CalPERS retirement premiums estimated at 2% of pensionable salary.***

***GF = General Fund***

***SF = Sewer Fund***

***TF = Transit Fund***